

# THOMAS ARNOLD ELEMENTARY



PARENT INVOLVEMENT  
SITE-BASED DECISION  
MAKING PLAN  
2011 - 2012

**Salado Elementary School  
Salado ISD  
Campus Improvement Plan  
School Year 2011-12**

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# Comprehensive Needs Assessment

## Students

Students are the reason for the school. It is the responsibility of the school to provide an effective curriculum that will provide the tools necessary to equip students with skills and expertise to be successful in their respective careers whether they enter the workforce or go to a college or university after graduation from the public school system. The environment in which students learn is critical and must be conducive to the "teaching-learning" process. It is for this reason that we carefully evaluated the strengths that enhance this process and the needs that detract from it. Based on the site-based decision-making committee and the data collected, the following student strengths and needs were identified:

### Student Strengths:

Students for the most part are high performing as indicated by the "recognized" rating awarded to the school by the Texas Education Agency based on performance on the Texas Assessment of Knowledge and Skills (TAKS) in school year 2010-11. Based on staff observations and performance on readiness tests, the students are well disciplined and well prepared. The students' performance documented by the TPRI as well as staff observation is indicative of their ability to learn and the potential to set higher goals to challenge them further namely to become an "exemplary" school.

### Student Needs:

It is the goal of the school to have students increase their scores in the TPRI (Texas Primary Reading Initiative), TEMI (Texas Early Mathematics Inventory) and Rigby assessments. These scores provide information to the staff and planning for improvement to take place.

Based on this data, reading levels from the Rigby Assessment are showing that they are above average. The TPRI scores are lower in some areas due to assessing unfamiliar material. The TEMI scores are average. This is a new assessment tool for our campus and measures math concepts.

The evaluation of the school year 2010-11 State Compensatory Education funded programs and services indicated a level of success among students in at-risk situations comparable to that of "all" students in the areas of reading, math, and writing. The site-based decision-making committee agreed that the school should continue with the programs and services again during school year 2011-12 to help students in at-risk situations meet the challenging state performance standards. The Rally to Read Program, TEMI Math tutoring and Rtl process has helped at-risk students improve their subject content grades.

## Staff

A highly qualified and highly trained staff is perhaps the most important ingredient in the teaching-learning equation. State law has long required teachers to be degreed and certified in the area(s) to which they are assigned. Federal law as promulgated in Public Law 107-110, No Child Left Behind Act of 2001, reemphasized this state requirement. According to the law, all teachers in the states and/or school districts accepting Title I, Part A funds must be "highly qualified" to teach in the area(s) to which they are assigned. While appropriate certification is important, passing the State ExCET, or TexAS, or meeting the H.O.U.S.E. requirements, experience and relevant professional development are also essential and must be considered when evaluating staff. Based on the AEIS and the committee's observation, the following staff strengths and needs were identified.

### Staff Strengths:

According to the committee, the staff is very devoted, always ready to put in additional time to accomplish whatever needs to be done. Teachers have high expectations for their students and challenge them setting high performance standards. Teacher retention is a positive attribute and supports consistency in how skills are taught each year. Teachers meet with vertical and horizontal teams to align material being taught. Partnerships with support staff creates a positive learning environment.

Staff is provided opportunities to participate in timely and appropriate professional development throughout the school year. Substitutes are provided by the district so teachers can be released during normal school hours. Ample parking is available for staff vehicles.

### Staff Needs:

The committee identified a critical need: Additional teachers to reduce the class size. Although less than the maximum allowable of 22 students in a classroom, the current 21 is very taxing to teachers.

Additional planning time was cited. Although a very common concern among teachers in today's busy schools, it deserves careful consideration, especially if the lack of planning time is affecting the quality of instruction provided students in the classroom. Committee members suggested that access to additional technology would enhance the teaching-learning process. Additional software, hardware, and training were mentioned as needs along with additional storage in the classrooms for teaching materials.

## **Parent Involvement**

The success of an instructional program is often significantly influenced by how well parents of the students support the school. In order to achieve support, parents must become involved as partners in the education of their students. Typically, elementary schools enjoy a high degree of parental involvement and support. Volunteers are usually readily available to assist teachers and staff in elementary classrooms and/or workroom. Nevertheless, parental involvement and support is something that every staff person must continue to cultivate.

### **Parental Involvement Strengths:**

Thomas Arnold Elementary has a high level of parental support as is evidenced by the large number of parents who volunteer at the school and the very active PTO. The PTO has been active in fundraising activities that provide additional resources for the school. Many parents are involved in planning school events and class parties during the year. A large number of parents come and eat lunch with their child.

### **Parent Involvement Needs:**

Given the high level of parental involvement, few needs were identified by the members of the site-based decision-making committee. The only need mentioned was more communication in Spanish. Some of our parents are learning English but translation will support them. By providing appropriate communication, the learning curve could be reduced thus making them more effective in the art of parenting and providing a life-long desire for learning for their young children.

## **Community Involvement**

Public schools rely on financial assistance from the community. In Texas, the bulk of financing new facilities as well as remodeling existing facilities must come from bond issues approved by the community served by the school district. In order to be successful in the passage of bond issues, the school district must have the support of the community. Thus, like parent involvement, the involvement of the community in the education of its students is critical and certainly worthy of cultivation.

### **Community Involvement Strengths:**

Salado is a small very close-knit community. Residents often represent third and fourth generation graduates from the school. Businesses, as a rule, support the school by providing merchandise for various incentives when called upon to do so. The Long-Range Planning committee gave input on safety concerns. The district supported this concern and built an additional door at the office entrance that gives better visibility of people coming into the school.

## Community Involvement Needs:

The last bond issue failed in the community due a general feeling that, "The facilities were good enough for me when I went to school and they are good enough for my children now." It was suggested that when the next bond issue comes up, the district concentrate on educating the community on why new facilities and improvements to existing facilities are needed. The services of a public relations firm may be needed to help sell the idea; however, if district personnel concentrate on how improvement is needed to better prepare the community's students for a successful future in an ever increasing competitive society, the issue will probably be successful without outside assistance.

## Facilities

The final ingredient in a successful teaching-learning process that we will consider are the facilities in which the process is carried out. Facilities include more than the buildings, i.e., equipment, supplies, and materials needed to enhance the instruction provided by the teachers. Uncomfortable, outdated, poorly lighted facilities and the lack of appropriate equipment, supplies, and materials to can significantly detract from the teaching-learning process. It is for this reason that we consider this important ingredient in our needs assessment.

### Facility Strengths:

Thomas Arnold Elementary has been very well maintained since it was constructed in 1967. Janitorial services are good and students and staff enjoy a clean building. All safety standards have been met and all of the building is accessible to students and staff with disabilities. For the most part, staff enjoy access to adequate supplies and materials as well as equipment with the exception of computers are peripherals as mentioned earlier in this report.

### Facility Needs:

Although the building has been added on to in prior years, portable buildings have been brought in to accommodate the increasing enrollment. Portable buildings, while an inexpensive way of providing additional classroom space, have never been considered a permanent solution to space problems.

The committee members identified a need for a covered walkway to the gym. Students walking to and from the gym get wet on days it rains. Some staff members would like to discuss getting energy efficient air conditioners and heating system. Inclosing the walkway between the two wings would be a positive safety improvement.

## Schoolwide Program Plan

The elementary school uses its Title I, Part A and other federal funds to upgrade the entire instructional program by implementing a school wide program as authorized under the provisions of Public Law 107-110, Section 1114.

The site-based decision-making committee conducted a comprehensive needs assessment to determine the strengths and needs of students, staff, parental involvement, community involvement, and facilities before deciding how to use the local, state, and federal resources available.

Highly qualified teachers will carry out the instructional program. Only teachers who are certified and who have met State testing requirements to teach the subjects/grade levels to which they are assigned will be hired by the school. In emergency situations, the school will consider teachers who have alternative certification. In addition to appropriate certification, teachers will be sought who are experienced and have been successful in previous assignments. The school will provide access to high-quality ongoing professional development throughout the school year for all staff including teachers, principals, and paraprofessionals. Professional development activities will be geared to individual teachers' specialties and needs as determined by the staff. Professional development will be conducted both at the school and the education service center as well as applicable conferences and workshops and will be intensive and sustained. Paraprofessionals will take training at the education service center to meet the requirements in Section 1119 of No Child Left Behind Act of 2001. Funds from Title II, Part A and Title V, Part A will be used to finance the professional development activities.

An orientation for 2nd grade students and their parents will be held at the end of the school year to assist in the transition from the elementary school to the Intermediate School.

Teachers will be included in decisions regarding the use of academic assessments to measure student performance. Teachers will use data obtained from the assessment instruments, including but not limited to, the TPRI and readiness tests to implement new instructional strategies, modify existing strategies, and/or discontinue existing strategies to better address student needs as determined by use of these instruments.

Students experiencing difficulty in mastering the TEKS will be provided effective, timely additional assistance. All teachers will closely monitor all students' performance based on daily exercises and periodic tests. Students not mastering the objectives will be provided additional assistance in the tutorial program, or the remedial reading program based on his/her individual needs. Assignment to alternative instructional strategies will be timely based on the teacher's evaluation of objective data and professional judgment.

The school will coordinate and integrate federal, state, and local programs and services to maximize the effectiveness of these resources. Several of the strategies being implemented are jointly funded with State Compensatory Education and Title I funds and professional

development are paid for from Title funds. Some Title funds are used to purchase supplemental instructional materials, used to enhance the overall instructional program.

Other federal programs, used to fund the schoolwide program include Title I, to provide supplemental services to help ensure that children who are limited English proficient attain English language proficiency and develop high levels of academic attainment during summer school activities.

The school will conduct parent-teacher conferences during October which individual student performance will be explained to the parent. The teacher will explain how the tests measure challenging content standards, i.e., the Texas Essential Knowledge and Skills (TEKS), and recommendations for improvement on future administrations of the instrument. In those cases where the parent or guardian is limited English proficient, the school will make every attempt to provide such explanations in a language understood by the parent or guardian and provide a translator when available.

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**Financial Budget and Personnel Worksheets (Title Funding)**

<u>Account Title</u>	<u>Budget</u>
Salaries Professional Personnel	\$19,000.00
Salaries – Support Personnel	\$26,314.00
Contracted Services-Title I	\$3,741.00
General Supplies – Elem. Title I	\$591.00
Parent Mtgs, Title I	\$300.00

<u>Personnel</u>	<u>Program/Position</u>
Leslie Allen	Rally to Read/Teacher
Shanna Armstrong	Rtl /Paraprofessional
Tawnya Stephenson	Rtl/Paraprofessional

2011 - 2012

SALADO INDEPENDENT SCHOOL DISTRICT  
VISION / MISSION STATEMENT

The Salado Independent School District empowers today's youth to be leaders in a global society through educational excellence.

We are committed to:

- S Success
- I Innovation
- S Self-Reliance
- D Determination

THOMAS ARNOLD ELEMENTARY  
VISION / MISSION STATEMENT

Thomas Arnold Elementary School inspires and encourages students to achieve their full potential in a caring and safe learning environment.

# 2011 - 2012

## Campus Site-based Decision Making Committee Members for Thomas Arnold Elementary:

First Name	Last Name	Address	City	State	Zip	Position
Donna	Driggers	5027 Warwicke Dr.	Temple	TX	76502	SPED Staff
Janet	Jones	1312 Meadow Mountain Dr	Waco	TX	76512	District Staff
Vickie	Frazier	1601 Guess Dr.	Salado	TX	76571	Teacher
Cheryl	Kyle	unlisted				Teacher
Niki	Howton	12808 FM 2843	Salado	TX	76571	Teacher
Anissa	Dobbins	unlisted				Teacher
Anna Kate	Stanley	7284 Piping Rock Rd.	Belton	TX	76513	Teacher
Dr. Howard	Lufburrow	485 Thomas Arnold Rd.	Salado	TX	76571	Community
Lisa	Nix	2524 Hester Way	Salado	TX	76571	Admin
Lee	Cornett	605 Thomas Arnold Rd	Salado	TX	76571	Community
Renee	Arnett	10664 Brewer Rd.	Salado	TX	76513	Parent
Jennifer	Scott	11307 Salado Heights Dr.	Salado	TX	76513	Parent

# Salado ISD Campus Improvement Plan 2011 - 2012

**Campus Name: Thomas Arnold Elementary School**

**Date of Committee Approval: 10-17-11**

**District Name: Salado ISD**

**Date of Board Approval: 12-12-11**

**District Goal # 1 - Student Learning will be evaluated in all groups.**

**Campus Goal # 1 - Increase student achievement**

**Objective 1A: Increase achievement for all populations in all subject areas.**

**Objective 1B: Implement innovative programs/practices to meet the needs of all learners including GT and ESL.**

**Objective 1C: Review and align curriculum with TEKS and CSOPE as resources.**

**Objective 1D: Review and evaluate existing instructional programs/practices for impact on student success.**

**Objective 1E: Align ELP's within instructional lessons to increase LEP student's progress.**

**Objective 1F: Implement strategies to increase Hispanic science & Hispanic special ed. assessment scores.**

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Implementation of Instructional Curriculum will provide a resource for the teachers. <ul style="list-style-type: none"> <li>◦ Saxon (Phonics and Math)</li> <li>◦ CSOPE</li> <li>◦ Houghton Mifflin</li> <li>◦ Spotlight on Music</li> <li>◦ Moving Into English (ELL)</li> <li>◦ Art is Everywhere</li> <li>◦ OWL (Pre-K)</li> </ul>	Lisa Nix Teachers	08/11	05/12	Staff SBDM Region 12 Curriculum Council	Report Cards Student Date on Benchmark Rigby assessments End of unit Saxon assessments TPRI Scores Circle Assessment	Every 6 weeks
Implement Special Programs to strengthen needs. <ul style="list-style-type: none"> <li>◦ Gifted and Talented Program</li> <li>◦ ELL (English Language Learners)</li> <li>◦ Dyslexia</li> <li>◦ RtI labs</li> <li>◦ Rally to Read</li> <li>◦ CIS (Communities in School)</li> <li>◦ Lunch Buddies w/Counselor</li> <li>◦ UIL (Events for 2nd grade)</li> </ul>	Lisa Nix Teachers Sandra Lastovica Anna Kate Stanley Janet Jones	08/11	05/12	Region 12 Co-Op	Report Cards Woodcock Scores Benchmark Scores Grade Reports UIL Competition	Ongoing

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Curriculum Council Team will provide guidance & support for curriculum alignment.	Janet Jones Curriculum Council	08/11	05/12	Region 12	Curriculum Council meeting minutes. Report Cards SCOPE Documentation Staff Surveys	Ongoing
Program implementation to help migrant students	Donna Driggers	08/11	05/12	Region 12	District Survey	Ongoing
Implement Instructional Strategies to enhance classroom procedures. <ul style="list-style-type: none"> <li>◦ Special Education Resources</li> <li>◦ RtI Tier Model</li> <li>◦ Inclusion</li> <li>◦ Accommodations</li> <li>◦ Modifications</li> <li>◦ Student IEP/BIP</li> <li>◦ Guided Reading support</li> <li>◦ Mini Lessons</li> <li>◦ Math Manipulatives</li> <li>◦ CSCOPE</li> <li>◦ Higher Order Thinking Skills</li> <li>◦ ELP's alignment process</li> </ul>	Beth Briscoe Liz Webb Janet Jones	08/11	05/12	Region 12 Co-Op	Report Cards Progress Monitoring Data ARD Meeting Minutes SAP Meetings Documented 504 Documentation	Every 6 weeks
Student Assistance Program (SAP) will identify struggling students and provide assistance to meet their needs.	SAP Committee Teachers	08/11	05/12	Region 12	Report Cards Student Data Teacher Recommendations Progress Monitoring Data Program Analysis	Monthly meetings
Provide professional development for staff/ student programs and their implementation.	Lisa Nix	08/11	05/12	Region 12 Salado Staff	PDAS Data Staff Surveys Lesson Plans Faculty Meetings	Ongoing
Analysis of student data on benchmark assessments.	Lisa Nix  Teachers	08/11	05/12	Janet Kemp	Rigby Scores TPRI / TEMI scores Saxon assessments	BOY MOY EOY
Physical fitness education curriculum is safe, appropriate and offers skills and knowledge that are capable of being used during a lifetime.	Ty Brown	08/11	05/12	Health and PE Curriculum	Lesson Plans	Daily
Implement RtI practices to reduce student population for the need of special education services.	Lisa Nix	08/11	05/12	Region 12	District Survey	Ongoing

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Provide activities to increase self esteem. <ul style="list-style-type: none"> <li>◦ Conflict Resolution</li> <li>◦ Tutoring</li> <li>◦ RtI (Response to Intervention)</li> <li>◦ Red Ribbon Activities</li> <li>◦ First Thursday Assemblies</li> <li>◦ Core Essential Character Education</li> <li>◦ Lunch Buddies</li> <li>◦ Field Day</li> <li>◦ Music Programs</li> </ul>	Lisa Nix Donna Driggers Teachers	08/11	05/12	Chick-Fil-A CIS	Student Surveys Counselor Schedules Lesson Plans	Monthly
Vertical Team Meetings will enhance curriculum support for staff.	Lisa Nix Janet Jones	08/11	05/12	Region 12	Staff Survey	Quarterly
Implementation of programs for homeless students.	Lisa Nix	08/11	05/12	Region 12	District Survey	Ongoing
Review data collection on Rigby, TPRI, and Texas Early Math Inventory to report progress to parents and School Board.	Lisa Nix	08/11	05/12	Region 12	District Survey Data Collection	Ongoing
Review Federal Programs that have a direct correlation to student progress.	Lisa Nix	08/11	05/12	Region 12	District Survey	Ongoing
Implement State Standards Projects for the GT instruction.	Sandi Tucker	08/11	05/12	Region 12	District Survey	Ongoing

# Salado ISD Campus Improvement Plan

## 2011 - 2012

**Campus Name: Thomas Arnold Elementary School**

**Date of Committee Approval: 10-17-11**

**District Name: Salado ISD**

**Date of Board Approval: 12-12-11**

**District Goal # 2 - Provide a safe learning environment through student services.**

**Campus Goal # 2 - Create a safe and orderly learning environment.**

**Objective 2A: Review and practice emergency drills/procedures to ensure safety for all.**

**Objective 2B: Implement recommendations of the District Safety Audit and Long Range Planning Committee.**

**Objective 2C: Reduce the number of In School Suspension placements.**

**Objective 2D: Review existing handbooks to provide updated information to parents.**

**Objective 2E: Provide social interaction with students to promote good character.**

**Objective 2F: Staff will be visible to maintain safety procedures.**

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Implement the Lobbyguard Security process for all visitors. <ul style="list-style-type: none"> <li>◦ Sign In/Out               <ul style="list-style-type: none"> <li>▪ Substitutes</li> <li>▪ Visitors</li> <li>▪ Volunteers</li> <li>▪ Watch D.O.G.S.</li> </ul> </li> </ul>	Office staff	08/11	05/12	Office	District Survey	EOY
Drills will be practiced on a regular basis. <ul style="list-style-type: none"> <li>◦ Fire</li> <li>◦ Evacuation (on site/off site)</li> <li>◦ Lock Down</li> <li>◦ Tornado</li> </ul>	Lisa Nix	08/11	05/12	Superintendent	District Survey	Monthly
Bus Referrals will target student concerns and provide students with meaningful discussions for safety.	Lisa Nix	08/11	05/12	Dan Agee	Referrals	Ongoing
Student Code of Conduct will provide communication to parents.	Lisa Nix	08/11	05/12	TEA	Student Survey	Ongoing
Student Handbook will provide communication to parents.	Lisa Nix	08/11	05/12	TEA	Student Survey	Ongoing
District Safety Committee will review procedures and plan for continued safety practices.	Dr. Novotony, Superintendent	08/11	05/12	District Safety Committee	District Survey Committee Notes	Ongoing

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Technology Assistance will enhance campus safety practices. <ul style="list-style-type: none"> <li>◦ Phone System</li> <li>◦ Fire Alarms</li> <li>◦ School Messenger</li> <li>◦ PA System</li> <li>◦ Panic Buttons</li> <li>◦ Video Cameras</li> <li>◦ Lobbyguard text messages</li> <li>◦ Computer access</li> <li>◦ Visitor Badges with Lobbyguard</li> </ul>	Earl Bragg Lisa Nix	08/11	05/12	Earl Bragg Lisa Nix	District Survey Long Range Planning SBDM Meetings Drill Schedule	Ongoing
Watch D.O.G.S. Program will provide mentors for students.	Lisa Nix	08/11	05/12	Watch D.O.G.S. core team	District Survey Student Survey Student Progress	Daily
Safe Entrances that allow for visibility will provide safety for visitors coming into school.	Office Staff	08/11	05/12	Safety Committee	District Survey Long Range Planning Team	Yearly
Mobile Dentist Unit and shot clinic provide for healthy bodies and keep children enrolled in class.	Emily Morris	08/11	05/12	Scott & White Hospital	Parent Survey Number of Students served	Beginning of year
Fire Prevention Poster Contest encourage students to discuss fire safety.	Lisa Nix	08/11	05/12	Charles Young (Salado VFD)	Student Survey	October
Bilingual Translator will allow for communication to LEP students and their families.	Michael Novotny, Superintendent	08/11	05/12	Region 12	District Survey	Ongoing
First Thursday Assembly encourages students to succeed in academics and character building skills.	Donna Driggers, Counselor	08/11	05/12	Core Essentials Curriculum	Student Survey Staff Meeting Notes	Monthly
Lunch Buddy Groups give students time to build relationships with their peers.	Donna Driggers, Counselor	08/11	05/12	Social Curriculum	Student Survey Teacher Recommendations	Every 6 weeks
Social Groups with CIS and the Counselor gives students a better self esteem.	Donna Driggers, Counselor	08/11	05/12	Social Curriculum	Student Survey Teacher Recommendations	Every 6 weeks
SBDM Committee will facilitate the daily organization of the school and staff.	Lisa Nix	08/11	05/12	District Staff	Committee Notes	Quarterly
Campus Discipline Referrals will be reviewed and monitored for student behaviors.	Lisa Nix	08/11	05/12	Donna Driggers	Documented Referrals	Ongoing
Implement a dress code to provide safe clothing for decreased injuries during the school day.	Lisa Nix Staff	08/11	05/12	Ty Brown	Nurse Referrals	Ongoing

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Dress code will reduce time lost on changing into tennis shoes before & after P.E. class.	Lisa Nix	08/11	05/12	Campus SBDM	District Survey	Ongoing
Community In Schools (CIS) will provide additional counseling services to at risk students.	Jessica Halfmann	08/11	05/12	Region Office	Number of student referrals	Ongoing
AED/CPR/First Aid/CPI training will provide the campus with responders ready and available.	Emily Morris	08/11	05/12	American Heart Association Region Office	Staff Survey	June
Review bus routes to provide students with less time traveling to and from school.	Dan Agee	08/11	05/12	Transportation Department	SBDM	June
Teachers will provide hand sanitizer before lunch to students to promote healthy bodies.	Lisa Nix	08/11	05/12	SBDM	Nurse Referrals	Daily
The lunchroom will be monitored to increase the level of safety with a large group of students.	Lisa Nix	08/11	05/12	Staff	Student Survey	Daily
Staff will be highly visible at bus and car duty.	Teachers	08/11	05/12	Staff	Parent Survey	Daily
Seating Charts during bus travel will be created.	Teachers	08/11	05/12	Dan Agee	Parent Survey	Field Trip Dates
School Health Advisory Council (SHAC) will make recommendations on health education activities.	Emily Morris	08/11	05/12	SHAC committee	SHAC minutes	Quarterly
Physical Education classes will teach lessons on healthy choices.	Ty Brown	08/11	05/12	Health Curriculum	Lesson Plans	Ongoing
Staff will monitor student negative behavior with knowledge on the safe schools policy and review student behaviors.	Lisa Nix District Safety Committee	08/11	05/12	Referrals	SHAC Committee	Ongoing
Red Ribbon Week activities will inform students & parents on the safe and Drug Free program.	Donna Driggers	08/11	05/12	CIS Region 12	Student Survey	Ongoing
Review policy with staff on child abuse & sexual harassment.	Lisa Nix Donna Driggers	08/11	05/12	Region 12	Teacher Survey	August
Annual staff training on safety and security.	Lisa Nix	08/11	05/12	Region 12	Student Survey	Ongoing
Provide a covered walkway from the main building to the gym to keep children dry when it is raining.	Dan Agee	08/11	05/12	Bid out	Teacher & Student Survey	June

# Salado ISD Campus Improvement Plan

2011 - 2012

Campus Name: Thomas Arnold Elementary School

Date of Committee Approval: 10-17-11

District Name: Salado ISD

Date of Board Approval: 12-12-11

**District Goal # 3 - Maintain highly qualified and highly motivated employees.**

**Campus Goal # 3 - Qualified and effective personnel will be recruited, developed and retained.**

**Objective 3A: Cultivate a great work environment for all employees.**

**Objective 3B: Devise and implement a retention plan for staff.**

**Objective 3C: Collaboration with staff will provide support for teaching all subject areas (campus & district level).**

**Objective 3D: Professional development will deepen knowledge base of staff.**

**Objective 3E: Conduct salary & stipend recommendations to district staff.**

Initiatives: Strategies/ (steps)	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
The district will provide a mentor program for supporting new staff.	Janet Jones	08/11	05/12	Region 12	Staff Survey District Survey	Ongoing
Team Meetings will provide alignment of instructional programs.	Lisa Nix	08/11	05/12	Janet Jones	Staff Survey District Survey Meeting Minutes	Ongoing
Staff Development will guarantee support for differentiation of instruction. <ul style="list-style-type: none"> <li>◦ Curriculum Resources</li> <li>◦ Awareness to child sexual abuse warning signs, district policy</li> <li>◦ GT Training</li> <li>◦ TELPAS</li> <li>◦ ELPS</li> <li>◦ Inclusion</li> <li>◦ PDAS - Evaluation Process</li> <li>◦ Modifications/Accom. On IEP's</li> <li>◦ Student Behavior <ul style="list-style-type: none"> <li>▪ Conflict Resolution</li> <li>▪ Bullying</li> <li>▪ RtI Practices</li> <li>▪ CSCOPE practices</li> <li>▪ Higher Order Thinking Questioning</li> <li>▪ Balanced Literacy Approach</li> </ul> </li> </ul>	Lisa Nix Janet Jones	08/11	05/12	Janet Jones Grade Level Teams Region 13 Region 12	Staff Survey Training Handouts Number of trainings offered Staff Survey  Lesson Plans	Ongoing  August
Funshine Committee will provide opportunities for teachers to feel supported.	Lisa Nix	08/11	05/12	SBDM	Staff Survey	Monthly

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Staff Interviews will involve the SBDM committee and grade level team members.	Lisa Nix	08/11	05/12	SBDM	Staff Survey	End of year
A variety of communication will inform staff of events and activities. <ul style="list-style-type: none"> <li>◦ Week At A Glance</li> <li>◦ Newsletters</li> <li>◦ Bulletin Board News</li> <li>◦ Vertical Team Meetings</li> <li>◦ Faculty Meetings</li> </ul>	Lisa Nix	08/11	05/12	District	Staff Survey	Weekly
District Curriculum Director will meet with staff to assist with daily instruction.	Janet Jones	08/11	05/12	Region 12	Staff Survey	Ongoing
CPR/AED/First Aid training will provide safety supports for the campus.	Emily Morris	08/11	05/12	Heart Association	Staff Survey	Ongoing
CPI - Restraint Procedures will offer safety support for severe discipline issues.	Nancy Riley	08/11	05/12	Region 12	Staff Survey	Ongoing
Administration will make classroom observations to improve and encourage teacher effectiveness.	Lisa Nix	08/11	05/12	Region 12	Staff Survey Teacher Retention percentages	Monthly
Maintain Highly Qualified Status with staff.	Darlene Kirk Lisa Nix	08/11	05/12	Region 12	Principal	Ongoing
Title Federal Funding will provide professional growth opportunities for staff.	Lyndal Cabaniss Lisa Nix	08/11	05/12	Region 12	Teacher Survey	August
Campus will support employees that are not highly qualified by providing funding for appropriate content area state exams.	Darlene Kirk Lisa Nix	08/11	05/12	Region 12	Teacher Survey	August
Provide staff with information that reflect various career stages, job assignments and expertise levels.	Lisa Nix	08/11	05/12	Region 12	Staff Survey	Ongoing
Conduct longevity pay discussions for all staff with district administrators.	Lisa Nix	08/11	05/12	District SBDM	Staff Survey	April
Discuss hiring additional ESL staff	Lisa Nix	08/11	05/12	District SBDM	Staff Survey	April
Continue to staff certified staff to monitor 22:1 student:teacher ratio	Lisa Nix	08/11	05/12	District SBDM	Staff Survey	Ongoing

# Salado ISD Campus Improvement Plan

## 2011 - 2012

**Campus Name: Thomas Arnold Elementary School**

**Date of Committee Approval: 10--17-11**

**District Name: Salado ISD**

**Date of Board Approval: 12-12-11**

**District Goal # 4 - Increase communication for staff, parents, and community.**

**Campus Goal # 4 - Technology will enhance the instruction, workplace and communication.**

**Objective 4A: Software will be updated to give an enhanced learning tool to students.**

**Objective 4B: Software availability to parents will increase communication to and from the staff.**

**Objective 4C: Increase the number of surveys given to parents to communicate.**

**Objective 4D: LEAF will increase parent involvement.**

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
Grade Speed Access will facilitate student monitoring of grades and report cards.	Earl Bragg	08/11	05/12	Region 12	Parent Survey	Daily
Updated Computers and Software provide multiple learning tools.	Earl Bragg	08/11	05/12	Earl Bragg Technology Committee	Technology Committee notes	Ongoing
School Messenger System will enable the campus to communicate important information to parents.	Earl Bragg	08/11	05/12	Earl Bragg	Parent Survey	Ongoing
Classroom Projectors will enhance instruction to real world events.	Earl Bragg	08/11	05/12	Earl Bragg	SBDM Notes Technology Committee notes Lesson Plans	Daily
RSCCC will organize budget recordings for administration and help maintain a balanced budget.	Earl Bragg	08/11	05/12	Earl Bragg	SBDM Notes Technology Committee notes Budget Documents	Ongoing
Lobbyguard Security System will log visitors and alert administrators to sex offenders.	Earl Bragg	08/11	05/12	Earl Bragg	SBDM Notes Technology Committee notes Visitor Sign in/out	Daily
SMS/Chancery will be used to document student attendance.	Earl Bragg	08/11	05/12	Earl Bragg	Technology Committee notes Attendance Documents	Daily
Teachers will participate in staff development to utilize technology in classrooms.	Janet Jones	08/11	05/12	Earl Bragg	SBDM Notes Technology Committee notes Lesson Plans	Ongoing

<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
School Recruiter will be used to access applications.	Lisa Nix	08/11	05/12	Darlene Kirk Earl Bragg	Applications provided	June
Complete video surveillance Security System to provide safety at all entrances.	Earl Bragg	08/11	05/12	Technology catalogs	Saved surveillance tapes	Ongoing
PDAS & walk through documents will communicate strengths/weaknesses to staff.	Lisa Nix	08/11	05/12	Earl Bragg	PDAS Documentation	Ongoing
Trainings on the internet use for classrooms will enhance instruction.	Earl Bragg	08/11	05/12	Earl Bragg	Teacher Survey	August
Purchase & Trainings on Document cameras will contribute to technology in the classroom.	Earl Bragg	08/11	05/12	Earl Bragg	Teacher Survey	August
Purchase & Trainings on technology Tablets will allow students to participate in classroom discussions.	Earl Bragg	08/11	05/12	Earl Bragg	Teacher Survey	August
Parent Training on Learning English with Rosetta Stone will encourage parent involvement with children at home. (LEAF- Learning English Among Friends)	Anna Kate Stanley Lisa Nix	08/11	05/12	Earl Bragg	Teacher Survey	Ongoing



<b>Initiatives: Strategies/ (steps)</b>	<b>Person Responsible</b>	<b>Begin Time</b>	<b>End Time</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
A variety of communication will be provided to parents. <ul style="list-style-type: none"> <li>◦ Gradespeed access</li> <li>◦ Calendar online</li> <li>◦ Email messages</li> <li>◦ Newsletters of events</li> <li>◦ Bulletin Board Announcements</li> <li>◦ Sandwich Board with info</li> <li>◦ Attendance Committee meetings</li> <li>◦ Site Base Committee meetings</li> <li>◦ Bilingual Translator</li> <li>◦ School Messenger phone calls</li> <li>◦ Open House</li> <li>◦ Meet the teacher night</li> <li>◦ October parent conferences</li> <li>◦ Assessment Reports</li> <li>◦ Report Card/Progress Reports</li> <li>◦ Safe-Drug Free Program</li> <li>◦ Title Funded Programs Annual Mtg.</li> </ul>	Lisa Nix Teachers Parents	08/11	05/12	SBDM Technology Director	SBDM Committee minutes Parent Conferences	Monthly
Nominate parents and community members to participate on the SBDM committee.	Lisa Nix	08/11	05/12	Parents Community Business	District Survey Meeting minutes	May
Maintain presence in hallway, cafeteria, greet students in the morning and greet parents in the afternoon.	Lisa Nix	08/11	05/12	Schedules	Parent Survey Student Survey Faculty Survey	Daily
TAE Staff will collaborate with the Long Range Planning Committee to review facility needs.	Staff Lisa Nix	08/11	05/12	Long Range Planning Committee	Meeting notes	June
Provide annual review of school programs (ESL, Rally, Dyslexia, RtI, Title Prog.)	Lisa Nix	08/11	05/12	CSBDM	Parent Survey	June January
PTO parents will inform how they can help school achieve exemplary status.	Kathi Walrath Lisa Nix	08/11	05/12	PTO Meetings	Parent Survey	Monthly
Parent/school compacts detail duties of how to help students to be successful.	Lisa Nix Teachers	08/11	05/12	Region 12	Parent Survey	August
Parent Involvement Policy informs parent of opportunities to help students be successful.	Lisa Nix	08/11	05/12	Region 12	Parent Survey	August
Implement LEAF program for non English speaking parents. (Learning English Among Friends)	Lisa Nix Anna Kate Stanley	08/11	05/12	Earl Bragg	District Survey	Ongoing